YOUR COMMUNITY OF PARTNERS IN SAFETY

Alberta Construction Safety Association

STATUS REPORT 2016
The Alberta Construction Safety Association (ACSA) is an independent not-for-profit society, registered under the Alberta Societies Act since 1988. Our members include any employer with a valid account that falls under specified industry codes within the construction class, as recognized by the Workers’ Compensation Board (WCB). Your ACSA is funded through a WCB levy of 1.5 per cent. Associate Memberships are available to non-construction based companies and individuals within Alberta and to construction and non-construction companies outside of Alberta, with fees based on the number of employees.

2016 HIGHLIGHTS

- 2% of ACSA members employ more than 100 employees
- 5% of ACSA members employ between 20 and 99 employees
- 86% of ACSA members employ fewer than 20 employees
- 58% of ACSA students are under the age of 40

- 36,654 active members
- 49,575 online course participants
- 15,313 unique enrolments (number of students taking one or more courses)

- 56% of all provincial COR and SECOR holders achieved through ACSA
- 93% of students say ACSA courses will help them do their job safely
- 91% of students would recommend ACSA courses to their fellow workers

- 4.38/5 members with a COR/SECOR agree certification is relevant as a standard for safety
- 4.36/5 members with an NCSO agree designation is relevant as a standard for safety officers/advisors
- 4.34/5 members agree “ACSA is the Leader in Safety Education”

- 2% of ACSA members employ more than 100 employees
- 5% of ACSA members employ between 20 and 99 employees
- 86% of ACSA members employ fewer than 20 employees
- 58% of ACSA students are under the age of 40

- 1,365,957 page views of your acsa.ca (August to December)
- 2,572 Associate members
- 1,828 classroom courses
- 4,157 active COR holders
- 1,850 active SECOR holders
- 1.5% annual WCB Levy
- 153,067 users visited the ACSA website (your acsa.ca) 3,870,804 times (August to December)
- 4,103 new students province-wide (attended their first ACSA course)

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<td>ACSA BOARD OF DIRECTORS</td>
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Championing the safety spirit is who we are and what we do.

The Alberta Construction Safety Association continues to be recognized as the leader in safety education and safety accreditation both provincially and nationally. Our goal is to continue to position the ACSA as the most relevant, most accessible, most applicable, most diversified in course offerings, and most adaptable among the alternatives available across the country. It’s a tall order, but I can confidently say that we have worked hard to build your trust in ACSA as the leader in safety education and we will continue to work hard to retain it.

Construction in Alberta has long been one of the province’s most steadfast industries. It’s a fundamental driver for the provincial economy, employing more than 250,000 individuals – approximately one in every 10 working Albertans. The downturn in Alberta’s economy continues to have a huge impact on the construction sector and now businesses are facing increased costs with the introduction of a new carbon tax. As well, the effect of new leadership in the United States and its influence on our economy is yet to be fully understood. Regardless, we are hopeful that the provincial economy will stabilize and improve in 2017.

The ACSA Board has embarked on an energizing new journey. With the consensus of ACSA Board members, a new Board Charter has been adopted, initiating the process of moving the Board from an operational to strategic governance model. Under the new Charter, core activities of the Board are to provide:

- Direction setting - providing insight, advice and support to the Executive Director and Management team.
- Strategic monitoring of organizational performance - recognizing our ultimate responsibility is to oversee the Executive Director and organizational performance.
- Stakeholder engagement - conducting useful two-way discussions about key decisions facing the organization.
- Oversight and risk management - seeking out sufficient industry and financial expertise to add value to our deliberations and decisions.
- Managing the affairs of the Board - defining the roles and behaviours required by the Board to ensure we effectively represent the needs of our industry in the work of the Association.

Three ad hoc Working Committees have made good progress in ensuring a smooth transition to the new governance model. Terms of Reference for a Governance Committee and a Finance and Risk Management Committee have been adopted by the Board of Directors; however, the ACSA will continue to operate under the current bylaws until they are amended. A bylaw review is a large undertaking that is being addressed by each working committee to ensure we are compliant with legislative and member requirements. Additionally, the Governance Committee has completed the development of a Board Orientation process that we are looking forward to using for our incoming Board members.

Work is underway to develop an updated Strategic Plan that will set direction for the ACSA over the next three to five years. The current plan, developed in 2014, is built on four pillars that will move workplace health and safety forward in the construction industry – infrastructure and capacity, accessibility, diversity and adaptability. The Strategic Plan is the foundation for the ACSA annual Business Plan.

The ACSA has a keen interest in the government’s review of the Workers’ Compensation Board (WCB) and will continue to monitor its progress and opportunities for input on behalf of the construction sector. The construction industry contributes approximately 25 per cent of WCB premiums and it is imperative that our voice is heard in shaping the future direction of WCB. The three-member review panel will provide its final report and recommendations this spring.

During my first term as Board Chair, I have been rewarded with a hard working Board, whose members share the vision of taking the organization to the next level. I would like to extend my sincere thanks to those Board members leaving as their terms expire and thank them for their service. I offer a warm welcome to new members joining the Board. There is much work yet to be done and we welcome your expertise and contributions.

The ACSA staff has been extremely helpful and supportive and I am energized each time that I visit the ACSA offices. They are an amazing group who work hard for ACSA members. The rebrand has provided a new look for the organization that recognizes our leadership role in the safety sector. The new Marketing team have taken communication with our members to a new level, while providing increased value. Together, I know that we can continue to do great things in 2017!

Championing the safety spirit is who we are and what we do. Despite our increased diligence and best efforts, incidents continue to occur. With an economy on the rise, it is more important than ever to look out for one another and make safety a priority in everything that we do. The ACSA will continue to take a leadership role in meeting the unique needs of our members, advancing safety training to keep workplaces safe.

Stephen W. King
ACSA BOARD CHAIR
MESSAGE FROM THE EXECUTIVE DIRECTOR


We had a million reasons to celebrate workplace safety at the Alberta Construction Safety Association last year. With 28 years of leading safety training in Alberta under our belt, we celebrated a significant milestone in 2016. Hundreds of construction and other representatives gathered in Edmonton to celebrate the Association’s one millionth student to take safety training, Devon Koroll. Devon works with JKR Excavating in beautiful Black Diamond, Alberta and is taking our courses to achieve his NCSO designation. Congratulations, ACSA and Devon!

August also noted the launch of the new ACSA brand, a vibrant new visual identity for the organization, which draws from our history and will remain relevant in the years ahead, reflecting our leadership role in the safety sector.

Our eight Regional Safety Committees (RSC) provide a grassroots point-of-view of the “hands-on” workers and supervisors in the field. In the last year, we were excited to have RSC members participate in the pilot of several new ACSA courses, both in classroom and online. We value the feedback the RSCs provide and will continue to look for opportunities for further collaboration.

Like most other organizations and businesses, the ACSA has adapted to a number of economic and political factors affecting Alberta. Although we are operating with a deficit, the ACSA has a healthy reserve with funds earmarked to help us serve our clients through these difficult times. To this end, the ACSA has implemented a number of key improvements to courses and other services to better serve the construction industry.

The ACSA continues to streamline processes to remove barriers and enable efficiencies for our clients. The considerable decrease in wait times for Certification of Recognition (COR) Audit reviews would not have been possible without the hard work and dedication of our COR Reviewer Team. Action Plans have been introduced to provide an alternative holistic way for companies to maintain and enhance their COR programs.

While the ACSA has seen a decline in both the number of students attending and the courses delivered in 2016, we are optimistic that the demand will increase in the coming year. The ACSA has been innovative in implementing alternative delivery models, such as weekend and fast-track programs that better fit worker’s needs. Our programs are fairly priced, and our website and student portal provide members with free resources for which many other training organizations charge.

The ACSA will host and chair the 2017 Canadian Federation of Construction Safety Associations (CFCSA) annual meeting, to be held June 1-2, in Calgary, Alberta. The CFCSA is the national umbrella organization for provincial and territorial construction safety associations, who are actively working to promote awareness of construction health and safety, improve information sharing, and collaborate to produce workplace health and safety training standards/information resources. We look forward to welcoming our colleagues from across the country and to the opportunity to discuss new ideas, share experiences, look for further ways to collaborate and enhance our work, and to showcase the great things happening in construction safety across Alberta.

I would like to note and thank the ACSA Board of Directors and Executive for all of the volunteer work and time they continue to put in on our behalf, particularly on the issue of governance. Nyle clarity is something that is a natural outcome of improving and updating the governance of the ACSA, as well as any other organization. I am extremely grateful to the people who are making that happen.

In partnership with the ACSA, it is our members, this safety community of 13,000 National Construction Safety Officers, 6,100 COR holders, 280 Regional Safety Committee volunteers and more than one million students taking our courses that make workplaces free of loss to support our goal to have everyone to return home unharmed at the end of each and every work day. We thank you.

Ultimately, our people make us who we are. At the ACSA we invest in our people, and provide a caring and comfortable workplace environment.

MESSAGE FROM THE EXECUTIVE DIRECTOR

Dan MacLennan
EXECUTIVE DIRECTOR
Since our inception almost three decades ago, here at the ACSA we like to think that we’ve helped to make Alberta workplaces the safest anywhere. We have built a solid and trustworthy reputation for leading safety training in Alberta and throughout Canada. With more than 36,000 active members, the ACSA is the largest safety association in the province. Construction companies in Alberta rely on the ACSA for their safety training and Certificate of Recognition (COR) and Small Employer Certification of Recognition (SECOR) achievements.

Through our training, the ACSA works hard to connect a community of safety leaders in the province’s construction industry. More than 13,000 people have forged careers as designated safety leaders since we started the National Construction Safety Officer (NCSO) and Health & Safety Administrator (HSA) program, and more than 6,100 companies have achieved their COR through the ACSA.

We invest in our people, providing a caring and comfortable workplace environment. Ultimately, it is the dedication and unrelenting effort of our people that have created and connected a community of safety leaders in the province’s construction industry, and enable employees and employers to make workplaces safer.

Through the four pillars of our business plan – Infrastructure and Capacity, Accessibility, Diversity and Adaptability, we are moving health and safety forward in the construction industry.

In 2016, ACSA unveiled a new brand and a new look that is based on a promise. Our promise is based on four core attributes that would not exist without the dedication of our people. We champion the safety spirit through our friendly staff, professionalism, shared knowledge, and resolute pursuit of excellence.

Our strive for excellence is evident in everything that we do; in sharing our wealth of knowledge, in our commitment to making workplaces safer, and in building partnerships that help connect a growing safety community, throughout regional and metropolitan centres across Alberta.

The ACSA has three main sources of revenue:

- Course enrolment and membership fees;
- WCB industry levy.

The annual WCB industry levy of 1.5 per cent provides financial stability for the ACSA, as course enrolment and memberships fluctuate based on investment within the construction sector.

- Courses and materials;
- Association memberships; and
- WCB industry levy.
It is our choices that show what we truly are, far more than our abilities.

J.K. Rowling
Alberta Construction Industry Adjusts to New Normal

It’s a complex transition period for Alberta’s construction industry. Low oil prices and the completion of several large projects continue to limit new investment and growth. While slower growth and rising unemployment translate into a “new normal” for Alberta, it shouldn’t mean easing up on training and recruitment. Industry still needs to ensure its workforce is trained and ready for the economic turnaround and impending wave of baby boomer retirements.

BuildForce Canada’s 2017-2026 Construction and Maintenance Looking Forward forecast shows that while the pace of overall job losses will ease in 2017, Alberta is projected to lose up to 11,000 construction jobs over the coming year. A staggered recovery is likely to start next year; however, it won’t lift all sectors of construction until about 2024. This year and next, commercial and industrial building is expected to decline. Road, highway and bridge activity will slow, with job losses only partially offset by infrastructure stimulus funding. The rise in shutdown/turnaround work will result in periodic recruitment challenges for specialized trades, while continuing growth in sustaining and maintenance work could become an important source of employment.

Across Canada, the construction industry is in slow growth mode. Over the next ten years, construction activity is expected to soften across most provinces as new residential activity declines and major projects reach completion. Labour requirements will vary by province with other resource-driven markets such as Newfoundland and Labrador continuing to weaken as current projects wind down. In British Columbia, New Brunswick and Ontario, ongoing work along with the anticipated start of planned utility, pipelines, LNG facilities, transportation and other infrastructure projects will drive new construction job opportunities.

The timing of proposed projects will vary, resulting in labour requirements that are unevenly distributed across the provinces. Over the latter half of the forecast period, project completions and declining housing activity should return construction employment in Canada back to near 2016 levels in most provinces.

Across all provinces, one of the biggest challenges is shifting demographics. This decade, the construction industry is losing 21 per cent of its workforce, with the retirement of as many as 248,000 construction workers. The loss of that much experience is even more difficult to counter when birth rates are declining and there are fewer young workers available to pursue construction careers.

Throughout the up and down cycles of construction, there is one constant. The need to build a long-term sustainable construction workforce never changes, even in a slow economy and especially when the industry is about to lose a whole generation’s worth of skill and experience.

We asked BuildForce Canada to share their views on what the construction sector can expect in 2017 and beyond. This is their forecast.

**BuildForce Canada’s forecast for Alberta also shows:**

- Residential recovery is projected to add back some of the estimated 18,000 jobs lost between 2014 and 2016. By 2026, employment should be 10 per cent above 2016 levels, but remain below the 2014 peak.
- A further loss of 9,300 in core construction jobs through to 2023 with recovery not expected until the following year.
- The need to replace over 36,000 workers who are retiring this decade. That’s 19 per cent of the skilled workforce.

**Across Canada, the construction industry is in slow growth mode.**

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<th>FISCAL YEAR ASSUMPTIONS</th>
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<th>2016-17 FORECAST</th>
<th>2017-18 FORECAST</th>
<th>2018-19 FORECAST</th>
</tr>
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<tr>
<td>Natural Gas Price (ARP)</td>
<td>-</td>
<td>2.30</td>
<td>2.40</td>
<td>2.80</td>
<td>3.00</td>
</tr>
<tr>
<td>Crude Oil Price (WTI)</td>
<td>80.48</td>
<td>45.00</td>
<td>42.00</td>
<td>54.00</td>
<td>64.00</td>
</tr>
<tr>
<td>Real GDP % Change</td>
<td>4.8</td>
<td>-1.5</td>
<td>-1.4</td>
<td>1.9</td>
<td>2.8</td>
</tr>
<tr>
<td>Employment % Change</td>
<td>2.2</td>
<td>1.2</td>
<td>-1.7</td>
<td>0.9</td>
<td>2.1</td>
</tr>
<tr>
<td>Housing starts (thousands of units)</td>
<td>40.6</td>
<td>37.5</td>
<td>22.2</td>
<td>19.4</td>
<td>20.1</td>
</tr>
<tr>
<td>Alberta Consumer Price Index % Change</td>
<td>2.6</td>
<td>11</td>
<td>1.5</td>
<td>1.7</td>
<td>2.1</td>
</tr>
</tbody>
</table>

**Key Energy and Economic Assumptions**

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ALBERTA BUILDING PERMITS:
2011 to 2016 ($ Value x 1,000)

Source: Statistics Canada Table 026-0006 Building permits, value by activity sector (monthly, dollars)
The Workers’ Compensation Board reports that since the ACSA was established in 1988, safety performance in Alberta has improved. Over the past 28 years, the number of lost-time claims (claims resulting in a workers’ time off work) has decreased by more than a third from over 7,100 to just under 4,800. And, the number of lost-time days (the number of days a worker has off work) has decreased by more than half from over 381,800 to now just 187,417. These figures are even more impressive by the fact that there are now 45,000 more companies working in the construction industry in Alberta than there were in 1988.

Consistent safety performance and collaborative return-to-work initiatives continue to keep claim rates low. The lost-time claim (LTC) and disabling injury rates reflect the number of claims per 100 workers. The disabling injury rate is expected to remain at 2.2 per 100 covered workers and the LTC rate will also remain stable at 1.2 per 100 covered workers.

**Disabling Injury and Lost-Time Claim Rates**

<table>
<thead>
<tr>
<th>YEAR</th>
<th># OF ACCOUNTS</th>
<th>PERSON YEARS</th>
<th>DISABLING INJURIES</th>
<th>DISABLING INJURY RATES</th>
<th>LOST-TIME CLAIMS</th>
<th>LTC CLAIM RATE</th>
<th># OF MODIFIED WORK CLAIMS</th>
<th># OF WCB ACCEPTED FATALITIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>50,817</td>
<td>297,146</td>
<td>9,448</td>
<td>3.18</td>
<td>4,606</td>
<td>1.55</td>
<td>7,271</td>
<td>55</td>
</tr>
<tr>
<td>2012</td>
<td>54,365</td>
<td>338,765</td>
<td>10,222</td>
<td>3.02</td>
<td>4,694</td>
<td>1.39</td>
<td>8,296</td>
<td>39</td>
</tr>
<tr>
<td>2013</td>
<td>57,577</td>
<td>379,491</td>
<td>11,604</td>
<td>3.06</td>
<td>5,027</td>
<td>1.32</td>
<td>9,595</td>
<td>71</td>
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<tr>
<td>2014</td>
<td>61,145</td>
<td>400,287</td>
<td>12,287</td>
<td>3.07</td>
<td>5,240</td>
<td>1.31</td>
<td>10,230</td>
<td>68</td>
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<tr>
<td>2015</td>
<td>62,621</td>
<td>369,047</td>
<td>10,318</td>
<td>2.80</td>
<td>4,554</td>
<td>1.23</td>
<td>8,467</td>
<td>44</td>
</tr>
</tbody>
</table>

LTC Rate = \( \frac{\text{Number of LTC's}}{\text{Person-years worked}} \times 100 \)

Disabling Injury Rate = \( \frac{\text{Number of Di's}}{\text{Person-years worked}} \times 100 \)

Table 1 contains results of the number of accounts, person years, injury claims, fatalities, and claim rates rolled-up for all ACSA member industries, Alberta 2011-2015.

Modified Work Claim: A modified work claim is a claim for an occupational injury or disease where workers had their normal work duties altered to enable them to remain working without losing time from work. Also included are claims where injured workers are helped back into the workplace with modified duties after time lost due to injury or disease.

Disabling Injury Claim: Disabling injury (Di) claims combine both lost-time and modified work to produce an overall figure where an occupational injury or disease disables the worker causing either time lost from work or for their normal work duties to be modified.

Person Years Worked: Person-years worked are estimates provided by the WCB. One person-year is equivalent to one full-time worker working for one year, and can be assumed to equal 2,000 hours worked.

Lost-Time Claim Rate: The lost-time claim rate is calculated by dividing the number of lost-time claims by the person years worked estimate, and multiplying the result by 100. The lost-time claim rate reflects the probability or risk of an injury or disease to a worker during a period of one-year work. Comparisons of lost-time claim rates between industries, or between years, can be used to indicate increases, decreases, or differences in this risk.

WCB Accepted Fatality: An occupational fatality is the death of a worker which resulted from a work-related incident or exposure and which has been accepted by the WCB for compensation. A fatality is counted in the year it is accepted.
TABLE TWO: ACSA members - WCB Industry Code/Description

<table>
<thead>
<tr>
<th>INDUSTRY CODE</th>
<th>INDUSTRY DESCRIPTION</th>
<th>INDUSTRY CODE</th>
<th>INDUSTRY DESCRIPTION</th>
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<tbody>
<tr>
<td>0209</td>
<td>Landscaping</td>
<td>4222</td>
<td>Mechanical Contracting</td>
</tr>
<tr>
<td>0222</td>
<td>Right-of-Way Maintenance</td>
<td>4224</td>
<td>Electric Wiring</td>
</tr>
<tr>
<td>3012</td>
<td>Overhead Doors - Install/Repair</td>
<td>4225</td>
<td>Floor Coverings - Sale/Install</td>
</tr>
<tr>
<td>3508</td>
<td>Overhead Crane - Service Only</td>
<td>4229</td>
<td>Industrial Plant-Maintenance</td>
</tr>
<tr>
<td>5402</td>
<td>Transfer/Mix Operations</td>
<td>4233</td>
<td>Cabinet/Cutters - Assemble/Install</td>
</tr>
<tr>
<td>4040</td>
<td>Construction - Industrial</td>
<td>4235</td>
<td>Drywall/Lathe/Plaster/Stucco/etc.</td>
</tr>
<tr>
<td>4041</td>
<td>Construction-Trade Services, NEC</td>
<td>4239</td>
<td>Industrial Coating Services</td>
</tr>
<tr>
<td>4045</td>
<td>Ancillary General Contracting</td>
<td>4247</td>
<td>Acoustic Materiais - Sale/Install</td>
</tr>
<tr>
<td>4062</td>
<td>Painting/Surfacing</td>
<td>4243</td>
<td>Framing Contractor - Carpenters</td>
</tr>
<tr>
<td>4066</td>
<td>Mobile Equipment Operation</td>
<td>4244</td>
<td>Fire Sprinklers - Install/Service</td>
</tr>
<tr>
<td>4097</td>
<td>Paver-Liner - Construct/Remove</td>
<td>4247</td>
<td>Finishing Carpentry</td>
</tr>
<tr>
<td>4095</td>
<td>Paving/Construction</td>
<td>4257</td>
<td>Siding/Eavestrough - Fabricate/Install</td>
</tr>
<tr>
<td>4292</td>
<td>Brick Masonry Contracting</td>
<td>4295</td>
<td>Mason Buildings</td>
</tr>
<tr>
<td>4293</td>
<td>Boring - Horizontal/Angular</td>
<td>4296</td>
<td>Erection/Assemble - Storage Tanks</td>
</tr>
<tr>
<td>4294</td>
<td>Concrete Construction</td>
<td>4299</td>
<td>Galvanizing Operations</td>
</tr>
<tr>
<td>4295</td>
<td>Erect - Sheet/Metal Structure</td>
<td>4296</td>
<td>Mechanical Insulation - Install/Service</td>
</tr>
<tr>
<td>4299</td>
<td>Erect - Structural Steel</td>
<td>4296</td>
<td>Mechanical Insulation - Install/Service</td>
</tr>
<tr>
<td>4309</td>
<td>Heavy Machinery/Equip - Install/Service</td>
<td>51504</td>
<td>Cathodic Protection Service</td>
</tr>
<tr>
<td>4310</td>
<td>Elevator/Exhausters - Service/Install</td>
<td>62202</td>
<td>Machinry/Equip NEC - Sales/Service</td>
</tr>
<tr>
<td>4315</td>
<td>Painting/Decorating</td>
<td>81010</td>
<td>Staffing Services - Labour</td>
</tr>
<tr>
<td>4316</td>
<td>Silt/Removal - Sale/Install</td>
<td>39405</td>
<td>Welding</td>
</tr>
<tr>
<td>4317</td>
<td>Heating Systems - Sale/Install</td>
<td>85000</td>
<td>Refrigeration Equip - Sales/Service</td>
</tr>
<tr>
<td>4318</td>
<td>Roofing</td>
<td>85055</td>
<td>Service Station Equip - Sale/Install</td>
</tr>
<tr>
<td>4320</td>
<td>Siding/Wood</td>
<td>85155</td>
<td>Rem/Ext - Scaffolding/Cranes</td>
</tr>
<tr>
<td>4321</td>
<td>Doors/Windwos - Manufacture/Install</td>
<td>85165</td>
<td>Rem/Ext - Sheathing,Gutters</td>
</tr>
</tbody>
</table>

Currently, there are more than 62,000 member companies in the WCB database that fall under the industry codes.

Table 2 contains the ACSA member industry description and associated industry code, as per the WCB Alberta website.

In partnership with a growing safety community, the ACSA builds links and connections with its stakeholders and industry partners, influencing positive change and instilling a culture of safety. The ACSA champions the safety spirit, empowering employees and employers to make workplaces safer and enabling everyone to return home unharmed at the end of each and every working day.

Innovation and change are driven through collaboration. Through strategic partnerships and the hard work of our Regional Safety Committees, we strengthen our connection with stakeholders and the general public, and expand our reach to communities, not just in the province of Alberta, but across Canada. We are proud to partner with a wide range of provincial and national bodies to raise awareness on critical issues, and to assist in promoting campaigns that support our mandate.

CONSTRUCTION EMPLOYERS

Employers in Alberta’s construction industry include a wide cross-section of companies that:

- Construct, repair or renovate industrial, commercial and residential buildings;
- Perform engineering works (e.g. highways, bridges, pipelines);
- Subdivide and develop land; and
- Include energy companies.

ACSA membership can be defined in terms of size:

- 86 per cent employ fewer than 20 employees;
- Five per cent employ between 20 and 99 employees; and
- Two per cent employ greater than 100 employees.

The Canadian construction industry is set to lose almost 248,000 workers due to retirement over the next decade, with 36,000 of those workers from Alberta. In addition, qualified workers are relocating due to changes in the economy. Going forward, the availability of experienced, skilled workers and construction management personnel and trades is going to be a challenge. The need to attract young people to enter the skilled trades is more important than ever.
CONSTRUCTION EMPLOYEES

The Construction industry accounted for approximately 10.1 per cent of Alberta’s Gross Domestic Product in 2015, up from 9.5 per cent in 2005. The sector’s contribution to Alberta’s total employment increased from 9.0 per cent in 2005 to 11.3 per cent in 2015.1 In 2015, total employment (the total number of employees and self-employed people 15 years and over) was 1.4 per cent higher than its level in 2014. Over the last 10 years, employment increased by 96,700 from 2005, a 59.3 per cent increase. There were 259,900 employed in the industry in 2015, of whom 94.5 per cent were full-time and 5.5 per cent were part-time.

According to the Alberta Labour Force Survey,2 the gender breakdown in the construction industry for 2015 was 36,400 women employed (14.0 per cent) and 223,500 men employed (86.0 per cent). Comparatively, in Alberta women accounted for 45.1 per cent and men made up 54.9 per cent of total employment (for all industries).3

In 2015, the Alberta average hourly rate in the construction sector was $22.13, compared to $29.06 in all industries. The median hourly wage rate was $30.00 in the construction industry, compared to $25.38 for total employees, all industries.4

<table>
<thead>
<tr>
<th>CHARACTERISTICS</th>
<th>ALBERTA</th>
<th>CONSTRUCTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Number of Hours Worked per Week</td>
<td>36.9</td>
<td>42.1</td>
</tr>
<tr>
<td>Multiple Jobholders (% of total employment)</td>
<td>5.6</td>
<td>2.5</td>
</tr>
<tr>
<td>Average Job Tenure (months)</td>
<td>88.8</td>
<td>69.0</td>
</tr>
<tr>
<td>Employees Under Union Coverage (%)</td>
<td>19.7</td>
<td>13.0</td>
</tr>
<tr>
<td>Employees Working Overtime per week (%)</td>
<td>17.2</td>
<td>24.3</td>
</tr>
</tbody>
</table>

INDUSTRY PARTNERS

There is a broad group of organizations that support the ACSA’s mandate. These include: associations representing construction owners and employers; associations representing construction employees; and construction associations. Also, the ACSA has eight Regional Safety Committees across Alberta and a 30-member Board of Directors that includes representatives from many of these organizations.

REGIONAL SAFETY COMMITTEES

Our interaction with employers and employees in construction is enhanced by the outstanding work and commitment of our eight Regional Safety Committees. Comprised of workers from construction and trade associations, the Committees are active in identifying regional and trade-specific health and safety training needs. They are also involved in developing solutions to safety problems in the construction industry, particularly at the local level.

The Regional Safety Committees are the voice of the "hands on" workers and supervisors. Jointly with ACSA representatives, the Regional Safety Committees formulate recommendations for change. The Regional Safety Committees report to the ACSA Board of Directors.

GOVERNMENT OF ALBERTA

Alberta Occupational Health and Safety (OHS) works in consultation with industry to help prevent work-related injuries, illnesses and fatalities. Anyone can report unsafe conditions at a workplace by making a confidential health and safety complaint online or calling OHS direct.

A division of Alberta Labour, OHS provides resources and enforcement of the Occupational Health and Safety Act, Regulations, and Code. Specifically, OHS provides guidelines on the legislation and standards; advice and information to both employers and employees; and ensures compliance via inspections, investigations, and complaints resolution.

Workers’ Compensation Board (WCB) was created by the Alberta government to administer workplace insurance on behalf of employers and workers, as part of the Workers’ Compensation Act. WCB is employer-funded to provide cost-effective disability and liability insurance.

In March 2016, the Government of Alberta began a review of Workers’ Compensation Board, gathering input from key stakeholders. The ACSA is participating in this review and has made submissions and provided feedback on behalf of our members. In November 2016, the three-member panel conducting the review released its progress report summarizing input received from its public consultation process; the panel will submit its final report and recommendations to the Government this spring.


Note: *Percentages may not add up to 100 due to rounding.
Innovation distinguishes between a leader and a follower.

Steve Jobs
A NEW BRAND FOR THE ACSA

Did you know that the former ACSA logo was intended to be a temporary logo when it was created some 28 years ago? After months of consultation, a new brand and logo for ACSA was unveiled last year. The new visual identity draws from the ACSA’s rich history and reflects our leadership role in the safety sector.

The new ACSA logo features two interlocking links that can be interpreted in a number of different ways. The new brand is based on a promise to provide exemplary leadership to empower people in ways. The new brand is based on a promise to provide exemplary leadership to empower people

SPREADING THE WORD

Along with the new look, the ACSA Marketing, Communication and Brand team have directed their efforts toward improving the quality of information and communication with ACSA members.

The ACSA website was given a new and vibrant look and feel, with interactive tiles making it easier for users to navigate the website from the home page. The content and available resources did not change, nor did their location, ensuring minimal disruption for regular users of the website. Since the launch of the website in August, there have been 153,067 users visiting the website 387,084 times, accessing 1,365,957 page views.

News Updates are regularly posted to the website, with articles deriving from the ACSA’s monthly electronic newsletter, which was first distributed in March 2016 to ACSA’s database of over 36,000 stakeholders. The ‘Your ACSA Update’ newsletter includes articles summarizing the recent changes to courses and the latest initiatives at the ACSA. It also promotes the ‘not to be missed’ industry events of the year for people working in safety in the construction industry.

Alberta Toolbox is a new magazine to inform and create interest through articles for our members, about our members. Alberta Toolbox replaces the former Advisor magazine. The ACSA has partnered with Alberta Venture to publish the magazine three times a year, in a digital format. In the magazine, you can learn about the latest advancements in safety technology, hear from experts in the field, and find out about initiatives and campaigns taking place across Alberta that you can get involved in. View the magazine at www.albertatoolbox.ca

The ACSA staff were out and about promoting our new look and providing information on courses and services at a variety of trade shows throughout Alberta, including: the CHBA annual BUILD conference in Jasper; the 15th annual Health & Safety Conference in Edmonton; and the Alberta Roadbuilders & Heavy Construction Association convention in Banff. The ACSA also shared a trade show booth with the Fort McMurray Construction Association at the YMCA Home Show in Fort McMurray, providing information to hundreds of businesses in attendance working to rebuild their community. The ACSA reached out to more than 2,000 Alberta businesses at these four events alone.

Throughout November and December 2016, the ACSA launched its first radio and television campaign to promote memberships and training during the downturn. The ads have been viewed over 140,000 times on YouTube. In addition, the overall media exposure for all ACSA activities last year had a total audience reach of 97.8 million, which equates to an advertising dollar value of $904,948.

The ACSA continues to support national campaigns that champion the safety spirit. These include:

Day of Mourning – on April 28 each year, workers, families, employers and others come together to remember those who were injured, disabled, or have lost their lives to work-related incidents or occupational diseases.

HEADS UP: Work smart. Stay safe – a social media campaign targeted for 15-24 year old workers to share their experiences and questions on how to stay safe at work. Young workers are encouraged to tweet, join the Facebook page or interact with the blog to stay safe.

North American Occupational Safety and Health (NAOSH) Week – annual event held in May that is recognized across Canada, the United States and Mexico. Local events are organized to promote safe workplaces and communities.

Steps for Life – THREADS OF LIFE is supported by a network of volunteers from across the country that have been personally impacted by a workplace tragedy. The ACSA Regional Safety Committees organize local events to support the Steps for Life Walk held annually in May.

Take a Walk Day – sponsored by WCB in August each year, this event was created to encourage Albertans to remain active, especially through back pain. Sign-up to walk in 2017 at www.backactive.ca

View to Slow Down – during the busy construction season (May to October) the View to Slow Down campaign encouraged Alberta drivers to keep workers and motorists safe by taking a pledge to slow down in construction zones. Participants then shared their pledge using the #ViewToSlowDown hashtag. The campaign was led by Partners in Road Construction Safety (PRCS), of which the ACSA is a partner.

MAKING A DIFFERENCE

Our efforts in making a difference in the safety community have not gone unnoticed.

The ACSA is the 2016 recipient of the St. John Ambulance Council for Alberta Chairman of the Board of Director’s Award, recognizing our ongoing work and excellence in the health and safety industry. The award acknowledges the hard work and dedication of our staff and trainers who strive to make Alberta’s construction industry the safest anywhere.

The ACSA was recognized by the Canadian Occupational Safety magazine’s inaugural Reader’s Choice Award, in the Health & Safety Associations category. Tens of thousands of ballots were cast through a comprehensive digital survey, wherein readers indicated the companies they like doing business with and the ones that provide superior service. This stamp of approval from the magazine’s readership (comprised of 33,000 OHS professionals) reflects their strong preference for ACSA’s courses.

The ACSA Job Hazard Analysis video won a prestigious Telly Award in 2016. The Telly Awards honour the very best film and video productions, ground breaking online video content, and outstanding TV commercials and programs across North America. The video has been viewed on YouTube almost 28,000 times!

And, the ACSA is a finalist for the 2017 Alberta Business Awards of Distinction, in the Marketing Award of Distinction category, in recognition of the rebranding of the ACSA and the one millionth student celebration. The award winner will be announced on February 24, 2017.

Knowledge
Friendly
Excellence
Resolute

The new visual identity exemplifies and celebrates the core attributes of the ACSA.

CELEBRATING ACHIEVEMENT AND INNOVATION

The ACSA Annual Achievement Awards are presented to members, in conjunction with the ACSA Annual General Meeting, held in March. The Awards recognize innovations and achievements of individuals and companies from the construction safety industry and their contribution to the success of the ACSA.

Winners are acknowledged for their efforts in building a culture of safety through partnerships, Regional Safety Committees, trailblazing innovations, and long service. The Pacesetter is presented to an individual and the Trailblazer is presented to a company, spanning across small, medium and large divisions.

Congratulations to the 2016 winners! More information is available at youracsa.ca

REGIONAL AWARDS

CALGARY PACESETTER AWARD
Chris Bowyer
CALGARY TRAILBLAZER AWARD (SMALL)
Rush Roofing and Contracting
CALGARY TRAILBLAZER AWARD (MEDIUM)
Leblond Plumbing and Heating
CALGARY TRAILBLAZER AWARD (LARGE)
Be-Clean Business Maintenance
EDMONTON PACESETTER AWARD
Jackson Heng
EDMONTON TRAILBLAZER AWARD (SMALL)
Ambient Film Productions
EDMONTON TRAILBLAZER AWARD (MEDIUM)
Eton-West Construction
EDMONTON TRAILBLAZER AWARD (LARGE)
Scott Builders

GRANDE PRAIRIE PACESETTER AWARD
Nicol Lazaruk
GRANDE PRAIRIE TRAILBLAZER AWARD (LARGE)
Northern Mat and Bridge
LAKELAND PACESETTER AWARD
Lynne Wunder
LAKELAND TRAILBLAZER AWARD (LARGE)
City of Lloydminster
LETHBRIDGE PACESETTER AWARD
Steven Tame
LETHBRIDGE TRAILBLAZER AWARD (LARGE)
McKinnon Contractors
MEDICINE HAT PACESETTER AWARD
Brian Unger
MEDICINE HAT TRAILBLAZER AWARD (SMALL)
Rodermond Enterprises
MEDICINE HAT TRAILBLAZER AWARD (MEDIUM)
Fox Energy
PARKLAND PACESETTER AWARD (LARGE)
Phoenix Construction
PARKLAND TRAILBLAZER AWARD (MEDIUM)
Quinn Contracting and Prime Boiler Services (tied)
WOOD BUFFALO PACESETTER AWARD
Wendy McIlvenna
WOOD BUFFALO TRAILBLAZER (SMALL)
Eagle Fence Products
WOOD BUFFALO TRAILBLAZER (MEDIUM)
(iSafety Training and Staffing)
WOOD BUFFALO TRAILBLAZER (LARGE)
Laird Electric

2016 NCSO/HSA AWARDS

NCSO OF THE YEAR
Catherine Connexion
HSA OF THE YEAR
Sierra Murray

WHAT’S AHEAD IN 2017?

A “Breakfast with the Leaders” speaker series, hosted by the ACSA in partnership with Women Building Futures was launched in February, providing a unique opportunity to hear real stories from inspiring people who have worked hard to achieve leadership positions in the Alberta construction industry. More events will be held in Edmonton and Calgary throughout 2017, each featuring a new and engaging speaker, and providing attendees with the important takeaways needed to help them develop professionally in the construction sector.

The ACSA is partnering with the Canadian Society of Safety Engineering on a national advertising campaign for NAOSH Week. Watch for the ads in May that promote safer workplaces and communities.

The ACSA will chair and host the 2017 Canadian Federation of Construction Safety Associations (CFCSA) annual meeting, to be held June 1-2, in Calgary, Alberta. The CFCSA is the national umbrella organization for provincial and territorial construction safety associations, who are actively working to promote awareness of construction health and safety, improve information sharing, and collaborate to produce workplace health and safety training standards/information resources.

More of the ACSA classroom courses will be made available in an eLearning format.
STRATEGIC GOAL:
To invest in infrastructure and capacity (people and technology) to sustain the organization over the long-term.

The ACSA continues to enhance its business model, proactively promoting safety training and certification, to ensure accessibility for all regions and sectors.

INFRASTRUCTURE
A Business Technology Governance Council has been created to steer information system projects based on approval and prioritization, ensuring our user needs are better met through an improved and more robust IT infrastructure. A best practice change management process has been established for all requested modifications to applications.

In 2016, our focus shifted from upgrading our infrastructure, to improving governance and operations of our information systems. On the governance side, we are addressing value delivery, risk management and strategic alignment. Our work on the operational side focuses on self-service delivery options that will increase value to our members. The information system’s operational plan outlines strategies for change, resources, problem-solving, infrastructure and capacity, configuration and security management. Service Level Agreements are being finalized with current service providers to ensure long-term dependability/reliability of all services provided by third parties.

A business technology assessment is being conducted to evaluate applications and processes to deliver optimal value to users, both internal and external. The objective is to identify key opportunities to increase productivity and service delivery. The internal information system’s support model is also being reviewed to ensure it aligns with service delivery, application management and project execution of business unit requirements. Phone systems have also been improved to enable better analytics, allowing for more targeted adjustments for service delivery.

Improvements to both the governance and operations of information systems enhances our ability to deliver services effectively to our partners, members and industry overall. Strategically aligning information system objectives with ACSA’s business drivers is imperative in providing quality advice and education for the construction industry.

CAPACITY
The ACSA remains focused on streamlining processes and optimizing tools to provide value to our members. We invest in our employees and encourage them to take all ACSA courses offered, at no cost, so that they have first-hand knowledge and can share their learnings with our students. Leadership training is a priority for staff development and Client Services staff are cross-trained to ensure they remain fully informed on the programs and services we offer, as well as certification requirements.

ACCESSIBILITY
To significantly increase accessibility to ACSA courses and services across the province.

The ACSA Jobline is a free, online service hosted on our website, providing a unique platform for resume postings and job opportunities to assist safety professionals seeking work in the construction industry. The ACSA Jobline has an average of 4,500 page visits per month.
STRATEGIC GOAL:
To build a broader learning program to appeal to a more diverse work force.

The ACSA continually looks at opportunities to introduce more learning options, enhance training opportunities, and upgrade and increase online courses. We review best practices from other provinces and industry sectors to ensure we are the leaders in safety education.

The ACSA focuses on participant-centred learning from an adult learning perspective. The quality of our instructors, materials, and information is second to none. The ACSA has set high standards for hiring and evaluating its instructors. We look for instructors who can bring field experience and facilitation skills into the classroom. A comprehensive review of course content is a continual process to incorporate best practices and review standards.

New online courses are continually added to the eLearning platform. Options for blended courses (using both online and in-class formats) and facilitated online courses (using webinar technologies) are being pursued. Regional Safety Committee members now participate in pilots of our new classroom and eLearning courses. The Edmonton RSC recently participated in the new Legislation Awareness and the Parkland RSC participated in the new Hazard Management Course. As new courses are developed and course times revised, we look for opportunities for stakeholder groups to participate in the pilots.

Last year, an extensive analysis of all course exams was undertaken to improve course testing validity. The method provides an accurate measure of test difficulty and the legitimacy of test questions to ensure they are clear and specifically tied to learning objectives. An exam rewrite process has been implemented where rather than retaking a course, students can challenge a test if their score is within 10 per cent of the passing mark.

With a decline in enrolment last year, the ACSA looked to introduce new strategies and be more innovative with course scheduling. In September, the ACSA introduced weekend classes. The weekend courses were so popular that the courses were offered again over the Christmas break and those were sold out! The ACSA now offers regular weekend classes.

The NCSO/HSA PreSet Program provides core training courses for students. The weekend courses were so popular that the ACSA now offers regular weekend classes.

STRATEGIC GOAL:
To upgrade training content and certification processes to meet changing safety needs.

The ACSA provides NCSO and HSA certification, and COR and SECOR certification. We work with key partners to ensure that we meet or exceed set standards and keep our members and stakeholders informed of changes that affect them.

The ACSA offers a path for entry-level safety practitioners to earn one of two construction safety designations: the NCSO and HSA. These designations indicate that an individual has training in various construction-related health and safety management principles. Individuals who complete the NCSO and HSA programs are ready to begin the career-long process of becoming experts and leaders in construction safety. The distinguishing difference between the two programs is the requirement for three years of construction field experience to be eligible for the NCSO designation.

The ACSA hosts an annual NCSC Professional Development Conference to provide networking and training opportunities for over 300 delegates who uphold the values and practices of safety in construction. In March 2017, the NCSC Conference will mark its 25th Anniversary.

In collaboration with the CFCSA, a national exam has been developed for NCSO certification. Three ACSA Regional Safety Committees, and representatives of both BC and Saskatchewan Construction Safety Associations have field tested the new exam. The national NCSO exam and standards will be rolled out at the NCSC Conference in March.

You can follow your ACSA on your preferred social media platform and get the latest updates as they happen:

@OfficialACSA
ACSA – Alberta Construction Safety Association
Alberta Construction Safety Association

The ACSA continuum of opportunities for learning and networking is second to none. The ACSA has set high standards to ensure we are the leaders in safety education.
In 2016, of the more than 11,100 active CORS in Alberta, 56 per cent were achieved through the ACSA – more than double that of the nearest certifying partner.

Workers within an ACSA WCB Industry Code work for a COR Company

A COR shows that the employer’s health and safety management system has been evaluated by a certified auditor and meets provincial standards. These standards are established by Alberta Occupational Health and Safety.

On average, PIR companies have 20 per cent lower lost-time claim rates

Employers with a COR designation can receive up to a 20 per cent discount on their WCB industry rate premiums. ACSA members earning a COR earn more refunds than any other certified partner.

4,157 active CORS and 1,850 active SECORS achieved and maintained through ACSA

WCB CERTIFYING PARTNER EMPLOYERS RECEIVING A PIR REFUND

ACSA

6,107

47.0%

($56,063,413)

ON AVERAGE, PIR COMPANIES HAVE 20 PER CENT LOWER LOST-TIME CLAIM RATES

Employers with a COR designation can receive up to a 20 per cent discount on their WCB industry rate premiums. ACSA members earning a COR earn more refunds than any other certified partner.

WCB CERTIFYING PARTNER EMPLOYERS RECEIVING A PIR REFUND

ACSA

6,107

47.0%

($56,063,413)

47.0%

($56,063,413)

13.7%

($10,729,048)

ON AVERAGE, PIR COMPANIES HAVE 20 PER CENT LOWER LOST-TIME CLAIM RATES

Employers with a COR designation can receive up to a 20 per cent discount on their WCB industry rate premiums. ACSA members earning a COR earn more refunds than any other certified partner.
If one is lucky, a solitary fantasy can totally transform one million realities.

Maya Angelou
CANADIAN HOME BUILDERS’ ASSOCIATION, ALBERTA (CHBA)
The CHBA, Alberta is the voice of the residential construction industry in the province, representing over 1,500 business members including new home builders, renovators, developers, trade and supply companies, and professional services. The ACSA partnered with CHBA, Alberta in the development and delivery of Building to SEGOR workshops. Together we’re raising the bar on safety and cultivating our home builders to that standard. www.chbaalberta.ca

CAREERS: THE NEXT GENERATION

This non-profit organization raises youth awareness of career options and helps students earn while they learn through internship. The ACSA has partnered with CAREERS in Safe Under 18 campaign. Together we’re helping our youth how to be safe and ensure a brighter future. www.nextgen.org

JOBS SAFETY SKILLS SOCIETY (JSSS)
The JSSS is a not-for-profit organization in partnership with educators, industry, government and the community at large. The ACSA provides financial support for the JobSafe Program, supporting research, development, upgrading and delivery of this extensive school-based program of workplace health and safety education and training resources. The ACSA also sat on the judging panel for the 2016 James Rintoul Memorial Scholarship, coordinated by JSSS. www.jobsafetyskills.com

THREADS OF LIFE

The Association for Workplace Tragedy Family Support (known as Threads of Life) is a national registered Canadian charity dedicated to supporting families after a workplace fatality, life-altering injury, or occupational disease. Its network of family members and corporate partners believe traumatic workplace injuries, occupational diseases and deaths are preventable. The ACSA sponsors annual Steps for Life week in Alberta. Together, we strive for safer workplaces for Canadian families. www.threadsofflife.ca

UNIVERSITY OF ALBERTA (U OF A)
The U of A and the ACSA have established a scholarship in honour of former ACSA Executive Director Gary Wager, to encourage and support students wanting to further their careers in health and safety. A $1,000 scholarship is awarded annually to an individual who has attained the NSCO or HSA designation through the ACSA, to continue their professional development in the Occupational Health & Safety Certificate program at the U of A. The winner also receives a complimentary registration to the NSCO Professional Development Conference. Congratulations to the 2016 Gary Wager Scholarship recipient, Adam Staulk.

ST. JOHN AMBULANCE

St. John Ambulance delivers the ACSA’s Standard First Aid and CPR training course in Calgary and Edmonton to help employers prevent and reduce the frequency and impact of workplace injuries. This course is required for NSCO and HSA certification.

The ACSA and St. John are also co-promoting upcoming programs using social media, sharing Facebook posts and retweeting to get information out to their respective members.

The ACSA is the proud recipient of the 2016 St. John Ambulance Council for Alberta Chairman of the Board of Director’s Award, recognizing our ongoing work and excellence in the health and safety industry. www.stjohn.ab.ca

PARTNERS IN ROAD CONSTRUCTION SAFETY (PIRCS)

Last year, over the busy construction season, more than 7,200 Albertans signed a pledge to View to Slow Down, making a commitment to drive the posted speed limits in road and utility construction zones. The campaign encouraged drivers to commit to keeping workers and themselves safe by taking the pledge online and through various social media platforms, and sharing their pledge using the #ViewToSlowDown hashtag.

The campaign was led by Partners in Road Construction Safety, a concerned group of 13 public and private sector organizations whose goal is to reduce collisions in road construction zones and improve driver attitudes toward road and utility workers. In 2016, the annual PIRCS campaign moved from the well-recognized wristband theme, ‘Don’t Rip Through Construction Zones’ to a positive reinforcement pledge campaign, “How to Slow Down,” to encourage Alberta drivers to drive safely through construction zones.

ACSA is proud to be a partner in PIRCS to help reduce traffic-related casualties for workers and motorists alike. www.textViewslowdown.ca

WORKERS’ COMPENSATION BOARD-ALBERTA

Injuries at work can have a huge impact on the lives of workers and their families. WCB partners with safety organizations and leads a number of campaigns that focus on promoting safety in the workplace and supporting workers in Alberta who have been affected by a workplace injury or illness.

WCB knows that developing synergies in safety is mutually beneficial and they are reaching the right audience when they partner with the ACSA. The ACSA are experts in safety education and the prevention of workplace injuries, ensuring workers know what they can do to stay safe. Together, WCB and ACSA have developed numerous safety posters and videos to emphasize various aspects of safety in the construction sector, such as fall prevention and cellphone distractions on the worksite.

The partnership also includes participation in Day of Mourning activities, NAOSH Week and Take a Walk Day. As well, the ACSA is heavily involved in WCB’s Heads Up campaign. What would you miss? to educate youth about their rights in the workplace. The campaign focused on the effects of injuries. It is not just time off work due to an injury, but the other things in their personal lives that are affected. www.wcb.ab.ca
There was a 23 per cent decrease in the demand for courses offered in 2016 Courses in Fort McMurray as operations were halted mid-year due to the wildfire. Courses are now available as the community rebuilds.

Fewer students attended courses in 2016 (a decrease of 27 per cent in 2016, compared to 2015). The decline in the number of students taking classes in Fort McMurray can be attributed to the wildfire evacuation and subsequent rebuilding of that community.

In 2016, the number of students for E-Learning courses decreased by 29 per cent, compared to 2015.
Alberta Annual Building Permits vs Enrolments/Participants

Following are the 2016 ACSA Executive Committee and Board of Directors, the Association they represent and (year appointed):

**EXECUTIVE COMMITTEE**

**STEVE KING, CHAIR**
Alberta Roadbuilders & Heavy Construction Association (2012)

**MICHAEL COURT**
Alberta Construction Association (2010)

**CHARLES IGGULDEN**
Fort McMurray Construction Association (2013)

**JENNIFER JACKSON**
Construction Owners Association of Alberta (2014)

**BRUCE MOFFATT**
Alberta & NWT Building and Construction Trades Council (2007)

**NEIL MOFFATT, VICE CHAIR**
Merit Contractors Association (2008)

**IRIS STEINLEY**

**BERNAL ULSIFER, PAST CHAIR/ FINANCE CHAIR**
Alberta Construction Association (2006)

**BOARD OF DIRECTORS**

**TRACI AUSTIN**
Medicine Hat Construction Association (2015)

**BRAD BEET**
Christian Labour Association of Canada (2013)

**DARRYL DONROY**
Alberta Roadbuilders & Heavy Construction Association (2010)

**DAVID FERRO**
Construction Owners Association of Alberta (Industrial) – Contractor Rep (2011)

**KEN MACDONALD**
Lloydminster Construction Association (2012)

**DEREK O’CONNOR**
Lethbridge Construction Association (2015)

**LEON POSTMAN**
Lethbridge Regional Safety Committee – Worker Rep (2013)

**MIKE REZANSOFF**
Building Trades of Alberta – Southern Manager (2011)

**T. J. KEL**
Canadian Home Builders Association – Alberta (2016)

**MARE SCHENDEL**
Mechanical Contractors Association (2014)

**JENNIFER KEACH**
Lakeland (Lloydminster) (2016)

**TAMERA MADDEN**
Wood Buffalo (Fort McMurray) (2014)

**JOHN DIGMAN**
Medicine Hat (2016)

**RYAN HAMLET**
Parkland (Red Deer) (2013)

**TANYA JACQUES**
Grande Prairie (2015)

**RANDY JANUSZEWSKI**
Calgary (2016)

**HEIDI JAMIESON**
Alberta Roofing Contractors Association (2016)

**STEVE JANZEN**
Grande Prairie Regional Safety Committee – Worker Rep (2014)

**REGIONAL SAFETY COMMITTEE CHAIRS**

**KEN STEWART**
Edmonton Construction Association (2011)

**GRANT SYMON**
Calgary Construction Association (2011)

**DWAYNE WALLACE**
Calgary Construction Association (2014)

**ACSA ADMINISTRATION**

**DAN MACLENNAN**
Executive Director

**TAMMY HAWKINS**
Chief Operations Officer